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CIVILIAN PERSONNEL MANAGEMENT SERVICE
WAGE AND SALARY DIVISION – NAF PAY SYSTEMS BRANCH

NAF PAY DETERMINATION – IMPACT OF GS LOCALITY AREA DEFINITION CHANGES

As we advised in the January *Paylines*, in accordance with Fiscal Year (FY) 2005 pay legislation, one of the components in computing pay for the NAF Crafts and Trades, Administrative Support, and Patron Services schedules is a minimum percentage equal to that which General Schedule (GS) employees received in the same locality. In FY 2004, when this provision was first implemented, we adjusted the schedule “backs” to show the applicable GS locality area. For FY 2005, some NAF wage areas correspond differently as a result of GS locality area definition changes. This is significant because the corresponding GS locality area determines the applicable minimum percentage. The NAF FY 2005 schedule “backs” identify the applicable GS locality area; the chart below shows the changes. The FY 2004 NAF schedule “backs” are also available on our website for use in comparing FY 2004 and FY 2005. Please contact the staff at (703) 696-1777 or DSN 426-1777 if you have any questions.

NAF Wage Area	County Affected	FY 2004 Corresponding GS Locality Area	FY 2005 Corresponding GS Locality Area
008 San Joaquin, CA	San Joaquin, CA	Rest of U.S. (RUS)	San Francisco (SF)
015 Hennepin, MN	Stearns, MN	Rest of U.S. (RUS)	Minneapolis (MSP)
039 Hampden, MA	Hartford, CT	Rest of U.S. (RUS) & Hartford (HAR)	Hartford (HAR)
	Hampden, MA	Rest of U.S. (RUS) & Hartford (HAR)	Hartford (HAR)
	Hampshire, MA	Rest of U.S. (RUS)	Hartford (HAR)
076 Kent, DE	Kent, DE	Rest of U.S. (RUS)	Philadelphia (PHL)
082 Richmond/ Chesterfield, VA	Caroline, VA	Rest of U.S. (RUS)	Richmond (RCH)
090 Morris, NJ	Monroe, PA	Rest of U.S. (RUS)	New York (NY)
093 York, PA	York, PA	Rest of U.S. (RUS)	District of Columbia (DCB)
138 Middlesex, MA	Hillsborough, NH	Rest of U.S. (RUS) & Boston (BOS)	Boston (BOS)
151 Leavenworth, KS/ Jackson-Johnson, MO	Johnson, MO	Rest of U.S. (RUS)	Kansas City (KC)
156 Tarrant, TX	Palo Pinto, TX	Rest of U.S. (RUS)	Dallas (DAL)
	Cooke, TX	Rest of U.S. (RUS)	Dallas (DAL)
158 Miami-Dade, FL	Palm Beach, FL	Rest of U.S. (RUS)	Miami-Fort Lauderdale (MFL)
160 Monroe, FL	Monroe, FL	Rest of U.S. (RUS)	Miami-Fort Lauderdale (MFL)
166 Montgomery/ Greene, OH	Grant, IN	Rest of U.S. (RUS)	Indianapolis (IND)
	Johnson, IN	Rest of U.S. (RUS)	Indianapolis (IND)
	Marion, IN	Rest of U.S. (RUS)	Indianapolis (IND)
	Ross, OH	Rest of U.S. (RUS)	Columbus (COL)
	Clinton, OH	Rest of U.S. (RUS)	Cincinnati (CIN)